

The actions delineated below were taken in open session of the EPSB at the December 10, 2018, meeting. This information is provided in summary form; an official record of the meeting is available in the permanent records of the Education Professional Standards Board (EPSB), 300 Sower Blvd., 5th Floor, Frankfort, KY 40601.

Education Professional Standards Board (EPSB)
Minutes
EPSB Offices, 100 Airport Road, 3rd Floor
Frankfort, Kentucky

Call to Order

Chair Sarah Burnett called the meeting to order at 9:05 a.m. ET. She read the mission statement to the Board and audience.

Swearing in of New Board Member

Kathleen Ragland, a notary from the KHEAA agency, swore in Jamie Stickler and Elizabeth Smith.

Jamie Stickler was appointed to the Board to represent school counselors/psychologist and holds a Rank I Standard Certificate for School Counselor, Secondary Grades with an endorsement for Individual Intellectual Assessment.

Elizabeth Smith was appointed to the Board to represent elementary school teachers. She holds a Rank I Professional Certificate for Teaching in Elementary School with an Endorsement for Teaching English as a Second Language.

Roll Call

The following Board members were present during the December 10, 2018, EPSB meeting:

Sarah Burnett, Kim Chevalier, David Graham, Justin Mitchell, Daniel Morgan, Ellen Murphy, Mike Nemes, Sherry Powers, Elizabeth Smith, Jamie Stickler, Steven Thomas, Aaron Thompson and, Rachel Watson.

Donna Hedgepath and Shad Sletto were absent.

Open Speak

There were two requests for Open Speak.

Darren Nichols: Mr. Nichols spoke to the Board about highlights from his rebuttal.

Jenni Nichols: Mrs. Nichols also spoke to the Board about Case #18071051 and the biased nature that brought them to speak in front of the Board.

Approval of Consent Items

Approval of the October 8, 2018, EPSB Meeting Minutes

Waiver of Student Teacher Placement for Amelia Kolb

Waiver of Student Teacher Placement for Olivia Athanasakes

Request to Offer Course at an Off-Site Location, Boyce College

Request to Offer Programs at an Off-Site Location, Campbellsville University

2018-066

Motion made by Dr. Aaron Thompson, seconded by Mr. David Graham, to approve the consent agenda items.

Vote: *Unanimous*

Report of the Commissioner

Dr. Lewis welcomed new members.

Report from the Education and Workforce Development Cabinet

Deputy Secretary Mike Nemes had nothing to report at this time.

Report from the Council on Postsecondary Education

Dr. Lewis congratulated Dr. Aaron Thompson on his new appointment as President of CPE. Dr. Thompson reported that 6 year graduation rates have improved, and achievement gaps for low-income and underrepresented minority students are narrowing. Bachelor's degree production is up for the 4th consecutive year, and retention rates are up. Average net price among the comprehensive universities has increased, although still below national averages.

CPE will partner with QA Commons to pilot a new certification program called Essential Employability Qualities or EEQ. This program will identify whether college graduates have mastered essential employability skills needed in a global economy.

Report of the Associate Commissioner

Rob Akers reported that this will be the last Board meeting at the 100 Airport Road location and recognized staff at the EPSB for all their hard work in making the move/transition to KDE. Dr. Lewis and Mr. Akers conducted sessions with EPP's and stakeholders all over the state. OELE is working on a digital application process and hopes to implement it by Spring 2019. Staff have participated in site visits with Morehead and Spaulding for their accreditation. Staff continues to work on revisions of regulations, most notably for the waiver of the Rank II requirement, the enhancement of the Continuing Education Option, and revisions to the Teacher Leader Masters requirement. Our attorneys have been traveling around the state presenting on various topics. Staff completed the LEAD report and Eve Proffitt is partnering with UPPI.

Dr. Thompson stated that he would like to find out more about what OELE is trying to do in regards to the Teach for America initiative.

Senate Bill 1 Report

Dr. Eve Proffitt presented an overview of the written report provided to the Board. Dr. Proffitt reported that almost 100% of all faculty have completed the SB1 Update training.

Other Updates

Dr. Lewis shared that the State Board of Education had their second reading on the changes to the State Accountability System. There will be a public comment period, and a public hearing at the end of January. Dr. Lewis explained the changes relate to how growth is calculated. A revised growth table will only reflect positive growth and treat all growth the same. The Transition Readiness will be removed from the Elementary and Middle School rates as well as the Opportunity and Access category. The system will move towards a Quality of School Climate and Safety indicator as required by statute, which is more of a conceptual measurement of growth.

Other changes were related to the minimum High School graduation requirements, which will have fewer required courses and prerequisites to demonstrate basic competency in reading and mathematics through an assessment requirement.

Report of the Chair

Chair Burnett recognized former Board Member Kathy Gornik for her service to the EPSB.

Chair Burnett appointed Kim Chevalier, Rachel Watson, and Jamie Stickler to the Code of Ethics Review Committee.

Information/Discussion Item

16 KAR 3:011. Notice of Repeal of 16 KAR 3:010-3:050

Ms. Cassie Trueblood explained the purpose of the repeal is to move the administrative certification regulations into one, 16 KAR 3:090.

Action Items

16 KAR 3:090. Professional Certificates for Advanced Educational Leadership, Notice of Intent

Ms. Trueblood and Dr. Profitt presented a second reading of the proposed regulation for Professional Certificates for Advanced Educational Leadership. Dr. Profitt shared the feedback she had received in that there was still a question mark for some EPPs, but most were willing to move forward with the flexibility of the regulation.

Dr. Thompson and Dr. Lewis reflected that there was a need to shape more alternatives for EPPs for them to have flexibility to design programs that meet the needs of teachers/administrators with more uniformity.

2018-067

Motion made by Ms. Kim Chevalier, seconded by Dr. Sherry Powers, to approve.

Vote: *Unanimous*

Request for SARA Approval for Liberty University's School Counselor Programs

Dr. Thompson requested that the Board focus on helping to ensure school counseling programs develop curriculum to help students become college and career ready. Ms. Allison Bell stated that applications are reviewed against current standards in regulation. OELE is beginning review to revise these standards which are at least 10 years old.

2018-068

Motion made by Dr. Thompson, seconded by Mr. Graham, to approve.

Vote: *Unanimous*

Guidelines for Approval of Proficiency Evaluation Plans

Ms. Bell explained the Guidelines for the new Proficiency Evaluation Plans as set out in the regulation that went into effect in April 2018.

2018-069

Motion made by Mr. Graham, seconded by Dr. Powers, to approve.

Vote: *Unanimous*

16 KAR 5:010. Waiver of the Teacher Leader Master Requirements

Ms. Bell explained that the waiver would allow EPPs to have more flexibility in their programs for rank change.

2018-070

Motion made by Dr. Powers, seconded by Dr. Thompson, to approve.

Vote: *Unanimous*

Waivers

16 KAR 3:010-16 KAR 3:050. Request to Waive the ISSLC and TSSA Standards for Educator Preparation Providers

2018-071

Motion made by Ms. Chevalier, seconded by Ms. Rachel Watson, to approve the waiver.

Vote: *Unanimous*

16 KAR 5:060. Request to Waive the 2010 International Reading Association Standards for Educator Preparation Providers

2018-072

Motion made by Mr. Graham, seconded by Ms. Watson, to approve the waiver.

Vote: *Unanimous*

16 KAR 5:040. Request to Waive Cooperating Teacher Eligibility Requirements for Bonnie Lewis

2018-073

Motion made by Mr. Mike Nemes, seconded by Ms. Ellen Murphy, to approve the waiver.

Vote: *Unanimous*

16 KAR 2:120. Request to Waive Emergency Certificate Requirements for Nicholas Stephens
2018-074

Motion made by Mr. Graham, seconded by Dr. Thompson, to approve the waiver.

Vote: *Unanimous*

16 KAR 2:120. Request to Waive Emergency Certificate Requirements for Katlynn Brown
2018-075

Motion made by Dr. Thompson, seconded by Ms. Murphy, to approve the waiver.

Vote: *Unanimous (Ms. Watson recused.)*

16 KAR 2:120. Request to Waive Emergency Certificate Requirements for Bridgett Duke
2018-076

Motion made by Ms. Chevalier, seconded by Mr. Graham, to approve the waiver.

Vote: *Unanimous*

16 KAR 2:010. Request to Waive Grade Level Requirements for Bell County
Middle School

2018-077

Motion made by Ms. Murphy, seconded by Ms. Chevalier, to approve the waiver.

Vote: *Unanimous*

16 KAR 3:010. Request to Allow Other Administrative Experience to Meet Requirements for
Issuance of Superintendent Certification for Joshua Hatfield

2018-078

Motion made by Ms. Watson, seconded by Mr. Graham, to allow Joshua Hatfield's other administrative experience to meet the requirements for issuance of Superintendent Certification.

Vote: *The motion passed with a majority voice vote. Ms. Chevalier voted nay.*

Alternative Route to Certification Applications

Samantha M. Kline, Agriculture, Grades 5-12

2018-079

Motion made by Dr. Thompson, seconded by Mr. Steven Thomas, to approve the application.

Vote: *Unanimous (Mr. Daniel Morgan recused)*

Scott P. Gray, Physical Education/Health, Grades K-12

2018-080

Motion made by Dr. Thompson, seconded by Mr. Morgan, to approve the application.

Vote: *Unanimous*

Wesley Bart Bellairs, Physical Education, Grades K-12

2018-081

Motion made by Dr. Thompson, seconded by Mr. Morgan, to approve the application.

Vote: *Unanimous*

Board Comments

There were no Board comments.

**DISCIPLINARY MATTERS:
MINUTES OF CASE REVIEW
December 10, 2018**

Motion made by Mr. Graham seconded by Dr. Powers, to go into closed session to conduct a character and fitness review and to review potential actions relating to complaints and reports in accordance with KRS 61.810(1) (c) & (j). The Board also reviewed pending litigation.

Vote: *Unanimous*

Motion made by Mr. Thomas seconded by Dr. Powers, to return to open session.

Vote: *Unanimous*

The following board members concurred with the actions as listed below with the noted exceptions:

Sarah Burnett, Kim Chevalier, David Graham, Justin Mitchell, Daniel Morgan, Ellen Murphy, Sherry Powers, Elizabeth Smith, Jamie Stickler, Steven Thomas, and Rachel Watson.

Attorneys present were Deanna Durrett, Luke Gilbert, Joseph Martz, Cassie Trueblood, and Chelsea Young.

Initial Case Review

<u>Case Number</u>	<u>Decision</u>
18081101	Admonish
18101291	Defer for Training
18081121	Attorney Review
18081113	Attorney Review
18071043	Attorney Review
18071045	Attorney Review

1806917	Attorney Review
18081085	Attorney Review
1803165	Attorney Review
18081099	Admonish
18071025	Attorney Review
18081097	Attorney Review
18101263	Attorney Review
18081083	Attorney Review
18081105	Attorney Review
18081087	Attorney Review
18071051	Attorney Review
18081115	Admonish & Training
1803353	Admonish & Training
18071037	Attorney Review
18081117	Attorney Review
18081119	Admonish & Training
18081139	Dismissed
18081187	Defer for Training
18081185	Defer for Training
18081147	Dismissed
18081173	Attorney Review
18081157	Defer for Training
18081125	Dismissed
18081181	Defer for Training
18081167	Dismissed
18081169	Defer for Training
18081131	Defer for Training
18081161	Defer for Training
18081159	Defer for Training
18081151	Dismissed
18081197	Dismissed
18081177	Defer for Training
18081149	Dismissed
18081135	Defer for Training
18081193	Defer for Training
18081191	Defer for Training
18081163	Dismissed
18081133	Defer for Training
18081189	Dismissed
18081199	Dismissed
18081145	Dismissed
18081137	Dismissed
1806947	Dismissed
1806953	Dismissed
18081153	Dismissed
18081155	Defer for Training

18081171	Defer for Training
18081165	Defer for Training
18081143	Dismissed
18081195	Admonish & Training
18081127	Admonish & Training
18081201	Admonish
18081179	Attorney Review
18081089	Attorney Review
18081093	Defer for Training
18071033	Admonish & Training
18101285	Admonish & Training
18081123	Attorney Review
18071007	Defer for Training
18081109	Attorney Review
18081107	Defer for Training
18081111	Defer for Training
CF17158	Refer to Hearing
17121543	Admonish & Training
17121529	Attorney Review
17121645	Defer
17121713	Attorney Review
1706999	Attorney Review
1403199	Dismissed
1703529	Dismissed
17071255	Dismissed
17121715	Dismissed
1803155	Dismissed
1804655	Dismissed
18071011	Dismissed
1805813	Dismissed
1804657	Dismissed
17121517	Dismissed
17121509	Dismissed
17121501	Dismissed
1803227	Dismissed
1803349	Dismissed
1803273	Dismissed
1803343	Dismissed
1803235	Dismissed
1803345	Dismissed
1804551	Dismissed
1803237	Dismissed
1804567	Dismissed
1804571	Dismissed

Character/Fitness Review

<u>Case Number</u>	<u>Decision</u>
181389	Approve
182058	Approve
182247	Approve
182286	Approve
182279	Approve
182328	Approve
182324	Approve
182042	Deny
182365	Approve
182369	Defer
182370	Approve
182373	Approve
182375	Approve
182387	Approve
182346	Approve
182393	Approve
182348	Defer
182407	Approve on the condition that the allegations may be reviewed by the Board at a later date pursuant to the Board's Procedures Relating to Board Action on an Educator's Certification.
182421	Approve
182017	Deny
182019	Approve
182025	Approve
182258	Approve
182263	Approve
182261	Approve
182260	Approve
182274	Deny
182318	Deny
182325	Approve
182334	Approve
182350	Approve
182352	Approve
182336	Approve
182356	Approve
182359	Approve
182366	Approve
182367	Approve
182377	Deny
182383	Approve
182391	Deny
182392	Approve
182022	Deny
182267	Approve

(Dr. Powers recused)

182397	Approve
17162	Approve
182413	Approve
182418	Approve
181844	Deny
182424	Approve

Agreed Orders
Case Number

Decision

1512849 Daniel Mandel-Anthony

Accept Agreed Order admonishing Mandel-Anthony for failing to reveal criminal convictions on his applications for certification.

Certificate Number 201190543 is expired. Mandel-Anthony shall not apply for nor be issued any emergency teaching certificate, including emergency substitute certification. Mandel-Anthony shall be issued a temporary provisional or statement of eligibility upon providing proof that he has met the academic and testing requirements necessary for issuance of a certificate and upon providing proof that he has complied with the following conditions:

1. Mandel-Anthony shall provide written proof to the Board that he has successfully completed a course in the area of educator ethics, as approved by the Board. Any expense incurred for said training shall be paid by Mandel-Anthony.
2. Mandel-Anthony shall submit copies of his current criminal records from Kentucky, as prepared by the Administrative Office of the Courts, with any application for his certification. Mandel-Anthony shall pay any expense incurred.

Failure to meet any of the above conditions will result in Mandel-Anthony being denied issuance of a Kentucky teaching certificate.

Vote: *Unanimous*

1805799 Stephen Allen

Accept Agreed Order revoking Certificate Number 201155193 for a period of five (5) years, retroactively from June 1, 2018 through June 1, 2023. Allen shall immediately surrender the original and all copies of his certificate, by personal delivery or first class mail, to the Education

Professional Standards Board, 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

In addition to any testing and/or educational requirements, prior to reissuance of Certificate Number 201155193, Allen shall provide written evidence that he has complied with the following:

1. Allen shall provide written proof that he has completed twelve (12) hours of training on the Professional Code of Ethics for Kentucky Certified School Personnel with a focus on student/teacher boundaries, as approved by the Board. Any expense incurred for said training shall be paid by Allen.
2. Allen shall provide written proof to the Board from a Kentucky licensed or certified psychiatrist or mental health professional that he has complied with a comprehensive evaluation and is fit to return to the classroom, presents as capable of performing his duties as an educator, is not a danger to himself or others, and is compliant with all treatment recommendations. If the evaluating psychiatrist or mental health professional recommends ongoing treatment, Allen shall provide the Board with written quarterly reports, beginning three (3) months after reinstatement, that he is compliant with all treatment recommendations and is not a danger to himself or others. Any expense for the assessment, treatment, and/or written reports shall be paid by Allen.

If Allen fails to satisfy these conditions, Certificate Number 201155193 shall not be reissued until such conditions are satisfied in their entirety.

Upon reissuance, Certificate Number 201155193 shall be subject to the following permanent probationary condition.

During the probationary period, Allen shall not receive any disciplinary action from any school district he is employed. "Disciplinary action" is defined as any termination, suspension, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if

requested, by either a tribunal and/or arbitration process. If Allen fails to satisfy this condition, Certificate Number 201126689 shall be automatically suspended pending review and disposition by the Board.

Allen is aware that should he violate KRS 161.120, either during or following this probation, the Board shall initiate new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1611953 Reginald Caldwell

Accept Agreed Order admonishing Caldwell for using poor professional judgment when he used inappropriate language in his classroom. The Board reminds Caldwell that as a certified educator in the Commonwealth of Kentucky, he has a duty to uphold the Professional Code of Ethics in the future. The Board will not tolerate any other incidents of misconduct by Caldwell.

Caldwell is not currently employed in a certified position. However, prior to accepting a position in a Kentucky public school system in any capacity that requires certification, Caldwell shall provide written proof to the Board that he has completed a training course on the Professional Code of Ethics for Educators. Any expense required for said training shall be paid by Caldwell. If Caldwell fails to satisfy this condition, certificate number 200004531 shall be automatically suspended until Caldwell completes the required training and provides the appropriate written proof to the Board.

In addition, upon accepting a position in a Kentucky public school system in any capacity that requires certification, certificate number 200004531 shall be on probation for two (2) years with the following probationary condition:

1. During the probationary period, Caldwell shall not receive any disciplinary action by any school district in which he is employed. "Disciplinary action" is defined as any suspension, termination, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested by either the tribunal or the arbitration process. If Caldwell fails to satisfy this condition,

Certificate Number 200004531 shall be automatically suspended pending review and disposition by the Board.

Caldwell is aware that should he violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

17061112 Travis McConathy

Accept Agreed Order stating on or before June 1, 2019, McConathy shall provide written proof to the Board that he has completed a course on educator ethics training with an emphasis on student teacher boundaries, as approved by the Board. McConathy shall pay any expense incurred. If McConathy fails to satisfy this condition, Certificate Number 201126689 shall be administratively suspended until such condition is satisfied.

Certificate Number 201126689, including any and all endorsements, is hereby subject to the following probationary condition for a period of two (2) years:

During the probationary period, McConathy shall not receive any disciplinary action from any school district he is employed. "Disciplinary action" is defined as any termination, suspension, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process. If McConathy fails to satisfy this condition, Certificate Number 201126689 shall be automatically suspended pending review and disposition by the Board.

McConathy is aware that should he violate KRS 161.120, either during or following this two-year probation, the Board shall initiate new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1804661 Michael Egan

Accept Agreed Order admonishing Egan for exercising poor professional judgment. The Board will not tolerate any further incidents of misconduct from Egan.

On or before June 1, 2019, Egan shall provide written proof to the Board that he has completed a course on educator

ethics training as approved by the Board. Egan shall pay any expense incurred. If Egan fails to satisfy this condition, Certificate Number 201137857 shall be administratively suspended until such condition is satisfied.

Egan is aware that should he violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1605301 Ashley Crane

Accept Agreed Order suspending Certificate Number 200218689 for a period of two (2) years, retroactively from June 30, 2016 through June 30, 2018.

Certificate Number 200218689 is currently expired. In addition to any testing and/or educational requirements, prior to reissuance of Certificate Number 200218689, Crane shall provide written evidence that she has complied with the following:

1. Crane shall provide written proof that she has completed a course on educator ethics training with an emphasis on student teacher boundaries, as approved by the Board. Any expense incurred for said training shall be paid by Crane.
2. Crane shall provide written proof to the Board that she has completed a course on Sexual Harassment Awareness training, as approved by the Board. Any expense incurred for said training shall be paid by Crane.

If Crane fails to satisfy these conditions, Certificate Number 200218689 shall not be reissued until such conditions are satisfied in their entirety.

Upon reissuance, Certificate Number 200218689 shall be subject to the following probationary condition for a period of five (5) years:

During the probationary period, Crane shall not receive any disciplinary action from any school district she is employed. "Disciplinary action" is defined as any termination, suspension, or public reprimand issued by any school district in the Commonwealth of Kentucky and

upheld, if requested, by either a tribunal and/or arbitration process. If Crane fails to satisfy this condition, Certificate Number 200218689 shall be automatically suspended pending review and disposition by the Board.

Crane is aware that should she violate KRS 161.120, either during or following this probation, the Board shall initiate new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1806877 Michael Neutz

Accept Agreed Order suspending Certificate Number 199600623 for a period of five (5) days, from June 25, 2018 through June 29, 2018.

Neutz is admonished for exercising poor professional judgment. The Board reminds Neutz of his ethical duty to take reasonable measures to protect the health, safety and emotional well-being of his students. The Board will not tolerate any further incidents of misconduct from Neutz.

Certificate Number 199600623 including any and all endorsements, is hereby subject to the following probationary conditions for a period of three (3) years from the date the Board accepts this Agreed Order:

1. On or before June 1, 2019, Neutz shall provide written proof to the Board that he has completed a course on educator ethics training as approved by the Board. Neutz shall pay any expense incurred. If Neutz fails to satisfy this condition, Certificate Number 199600623 shall be administratively suspended until such condition is satisfied.
2. On or before June 1, 2019, Neutz shall provide written proof to the Board from a Kentucky licensed or certified psychiatrist or mental health professional that he has complied with a comprehensive evaluation and is fit to be in the classroom, is not a danger to himself or others, and is compliant with all treatment recommendations. If the evaluating psychiatrist or mental health professional recommends ongoing treatment, Neutz shall provide the Board with yearly written reports that he is compliant with all treatment recommendations and is not a danger to himself or

others. Neutz shall pay any expense incurred. If Neutz fails to satisfy this condition, Certificate Number 199600623 shall be administratively suspended until such condition is satisfied.

3. For the entirety of the probationary period, Neutz shall not receive any disciplinary action from any school district he is employed. "Disciplinary action" is defined as any termination, suspension, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process. If Neutz fails to satisfy this condition, Certificate Number 199600623 shall be administratively suspended pending review and disposition by the Board.

Neutz is aware that should he violate KRS 161.120, either during or following this probation, the Board shall initiate new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

17121687 Jo Stansbury

Accept Agreed Order suspending Certificate Number 000061548 from November 4, 2017 through May 4, 2019, a period of one (1) and a half years.

Stansbury has provided proof that she has undergone a comprehensive substance abuse assessment by a Kentucky licensed and/or certified chemical dependency counselor, as approved by the Board. Stansbury has complied with the assessment process and has successfully completed any and all treatment recommendations

Upon reinstatement, Certificate Number shall be subject to the following probationary condition for a period of five (5) years:

During the probationary period, Stansbury shall not be convicted of nor enter a guilty or no contest plea to any criminal charge(s) involving the use and/or possession of any controlled substance or alcohol. If Stansbury is convicted of, or enters a guilty or no contest plea, to any criminal charge involving the use and/or possession of any controlled substance or alcohol, she shall submit this information to the Board, in writing, within thirty (30)

days. Failure to comply with this condition will result in any certificate issued to Stansbury being automatically suspended pending Board review and disposition.

Vote: *Unanimous*

1803355 Kendra Nolan

Accept Agreed Order admonishing Nolan for using unnecessary force when disciplining a student. As a professional educator, Nolan must treat each student with dignity and respect no matter the circumstance. The Board will tolerate no further misconduct from Nolan.

Nolan is not currently teaching in Kentucky public schools. Prior to accepting a new position which requires Kentucky certification, she shall first supply the Board with written proof to the Board from a duly licensed or certified psychiatrist or mental health professional, as approved by the Board, that she has complied with a comprehensive anger management evaluation, and is fit to return to the classroom, presents as capable of performing her duties as an educator, is not a danger to herself or others, and is compliant with all treatment recommendations. If the evaluating psychiatrist or mental health professional recommends ongoing treatment, Nolan shall provide to the Board quarterly written progress reports to begin three (3) months after submission of the initial evaluation to the Board, until the evaluating psychiatrist or mental health professional releases Nolan from treatment. Nolan shall pay any expense incurred. Failure to submit said proof prior to accepting a position requiring Kentucky certification will result in Nolan's certificate being automatically suspended until such time as she provides the proof.

Prior to accepting a new position that requires Kentucky certification, Nolan shall supply the Board with written proof that she has taken a course of training/professional development on the subject of the Professional Code of Ethics for Kentucky School Certified Personnel. Any cost associated with said training shall be paid for by Nolan. Failure to submit said proof prior to accepting a position requiring Kentucky certification will result in Nolan's certificate being automatically suspended until such time as she provides the proof.

Prior to accepting a new position that requires Kentucky certification, Nolan shall supply the Board written proof

that she has taken a course of training/professional development on the subject of Classroom Management. Any cost with said training shall be paid for by Nolan. Failure to submit said proof prior to accepting a position requiring Kentucky certification will result in Nolan's certificate being automatically suspended until such time as she provides the proof.

Nolan is aware that should she violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1804651 Danyel Fields

Accept Agreed Order admonishing Fields for tapping students on the forehead to get their attention. The Board reminds Fields that he has a duty to take reasonable measures to protect the health, safety, and emotional well-being of students. In the future, Fields should remember to sparingly use only appropriate physical contact going forward.

On or before October 1, 2019, Fields shall present written proof to the Board that she has taken a course of training/professional development on the subject of Classroom Management. Any cost for said training shall be paid for by Fields. Failure to present the written proof by October 1, 2019 will result in Certificate Number 67584 being administratively suspended until such time as Fields provides the proof.

Fields is aware that should she violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1308621 Michael Schwartz

Accept Agreed Order stating Schwartz has provided proof that he has completed an anger management assessment by a Kentucky licensed and/or certified mental health counselor, as approved by the Board, that he has complied with the assessment process and has successfully completed any and all treatment recommendations.

Schwartz shall submit written proof to the Board that he has completed three (3) hours of training on the

Professional Code of Ethics for Kentucky Certified School Personnel by November 1, 2019. Any expense for said training shall be paid by Schwartz. Failure to provide said proof by November 1, 2019, will result in Certificate No. 000010479 being administratively suspended until such proof is offered.

Schwartz is aware that should he violate KRS 161.120 during this permanent probation, the Board shall initiate new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1609639 Amy Adams

Accept Agreed Order suspending Certificate Number 201132414 from January 5, 2017 to January 5, 2019, a period of two (2) years. Adams shall neither apply for, nor be issued, a teaching and/or administrative certificate in the Commonwealth of Kentucky during this time.

Before reinstatement of Certificate Number 201132414, Adams shall provide written proof that she has undergone a comprehensive substance abuse assessment by a Kentucky licensed and/or certified chemical dependency counselor, as approved by the Board. Adams shall also submit written proof to the Board that she has successfully completed any and all treatment recommendations proposed by the counselor and is competent to fulfill her duties as a certified educator. Any expense for the assessment, treatment, and/or written reports shall be paid by Adams. Failure to provide said proof prior to reinstatement shall result in Certificate Number 201132414 being administratively suspended until such time as the proof is provided.

Upon reinstatement, Certificate Number 201132414 shall be subject to the following probationary condition for a period of seven (7) years:

During the probationary period, Adams shall not be convicted of nor enter a guilty or no contest plea to any criminal charge(s) involving the use and/or possession of any controlled substance or alcohol. If Adams is convicted of, or enters a guilty or no contest plea, to any criminal charge involving the use and/or possession of any controlled substance or alcohol, she shall submit this information to the Board, in writing, within thirty (30) days. Failure to comply with this condition will result in

any certificate issued to Adams being automatically suspended pending Board review and disposition.

Vote: *Unanimous*

17071257 Darvin Crouch

Accept Agreed Order stating Crouch voluntarily, knowingly, and intelligently surrenders Certificate Number 201114954, and agrees not to apply for, nor be issued a teaching, administrative, or emergency certificate in the Commonwealth of Kentucky at any time in the future. Upon acceptance of this agreement by the Board, Crouch shall immediately surrender the original and all copies of his certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Vote: *Unanimous*

1103214 Steve Sansom

Accept Agreed Order retroactively suspending Certificate Number 000042266 from August 9, 2010 through August 13, 2010.

Sansom is currently retired with no immediate plans to return to the education profession. However, prior to returning to any position of employment that requires Kentucky certification, Sansom shall first comply with the following conditions:

1. Sansom shall provide written proof to the Board that he has completed twelve (12) hours of educator ethics training, as approved by the Board. Sansom shall pay any expense incurred. If Sansom fails to satisfy this condition prior to accepting certified employment, Certificate Number 000042266 shall be administratively suspended until such condition is satisfied.
2. Sansom shall provide written proof to the Board that he has completed twelve (12) hours of sexual harassment awareness training, as approved by the Board. Sansom shall pay any expense incurred. If Sansom fails to satisfy this condition prior to accepting certified employment, Certificate Number 000042266 shall be administratively suspended until such condition is satisfied.

3. Sansom shall provide written proof to the Board, from a licensed/certified psychiatrist or mental health professional, as approved by the Board that he has complied with a comprehensive evaluation and is fit to return to the classroom, presents as capable of performing his duties as an educator, is not a danger to himself or others, and is compliant with all treatment recommendations. Sansom shall pay any expense incurred. If Sansom fails to satisfy this condition prior to accepting certified employment, Certificate Number 000042266 shall be administratively suspended until such condition is satisfied.
4. Sansom shall provide a copy of his current criminal record as prepared by the Administrative Office of the Courts (AOC), and dated within three (3) months of the date of submission, to the Board. If Sansom fails to provide the Board with a copy of his AOC report prior to accepting certified employment, Certificate Number 000042266 shall be administratively suspended until such condition is satisfied. If Sansom has received any criminal convictions, other than minor traffic violations in which no jail time can be imposed since 2010, then Certificate Number 000042266 shall be administratively suspended pending Board review and disposition.

Upon acceptance of certified employment, Certificate Number 000042266 shall be subject to the following permanent probationary conditions:

1. Sansom shall not receive any criminal convictions. If Sansom is convicted of, enters a guilty or no contest plea, to any criminal charge(s) other than minor traffic violations, he shall submit this information to the Board, in writing, within thirty (30) days. If Sansom is convicted of any crime other than a minor traffic violation, Certificate Number 000042266 shall be administratively suspended pending Board review and disposition. A violation is not considered a minor traffic violation if it is a violation for which jail time may be imposed. If Sansom fails to satisfy this condition, Certificate Number 000042266 shall be

administratively suspended pending Board review and disposition.

2. Sansom shall not receive any disciplinary action from any school district in which he is employed. If Sansom fails to satisfy this condition, Certificate Number 000042266 shall be administratively suspended pending Board review and disposition.

“Disciplinary action” is defined as any termination, suspension, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process including any appeal therefrom. If the tribunal amends the disciplinary action or if Respondent agrees to amend the disciplinary action through arbitration, the new disciplinary action if a termination, suspension or public reprimand shall be considered a violation of this condition.

Sansom is aware that should he violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1804689 Robert Helvey

Accept Agreed Order stating:

1. By October 1, 2019, Helvey shall provide written proof to the Board that he has completed training in the areas of diversity and/or cultural competence, as approved by the Board. If Helvey fails to satisfy this condition by October 1, 2019, Certificate Number 200403071 shall be administratively suspended until such condition is satisfied.
2. By October 1, 2019, Helvey shall provide written proof to the Board that he has completed training in the area of professionalism, as approved by the Board. If Helvey fails to satisfy this condition by October 1, 2019, Certificate Number 200403071 shall be administratively suspended until such condition is satisfied.
3. By October 1, 2019, Helvey shall provide written proof that he has completed educator ethics training,

as approved by the Board. If Helvey fails to satisfy this condition by October 1, 2019, Certificate Number 200403071 shall be administratively suspended until such condition is satisfied.

Helvey is aware that should he violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1804623 Mark Emerson

Accept Agreed Order stating Emerson voluntarily, knowingly, and intelligently surrenders Certificate Number 201129040, and agrees to not apply for, nor be issued, a teaching, administrative or emergency certificate in the Commonwealth of Kentucky at any time in the future. Upon acceptance of this agreement by the Board, Emerson shall immediately surrender the original and all copies of his certificate to the Education Professional Standards Board.

Vote: *Unanimous*

1804621 Carrie Decker

Accept Agreed Order retroactively suspending Certificate Number 200403398 from March 19, 2018 through March 26, 2018.

Furthermore, Decker is admonished for failing to exemplify behaviors, which maintain the dignity and integrity of the profession. Driving under the influence of alcohol is an especially dangerous activity that demonstrates a strong disregard for the health, welfare and safety of others. The Board will not tolerate any further incidents of misconduct from Decker.

1. By March 1, 2019 Decker shall submit written proof to the Board that she has successfully completed an alcohol/substance abuse program, as approved by the Board. Decker shall pay any expense incurred. If Decker fails to satisfy this condition by March 1, 2019, Certificate Number 200403398 shall be administratively suspended until such condition is satisfied.
2. By June 1, 2019, Decker shall submit written proof to the Board that she has completed educator ethics

training, as approved by the Board. Decker shall pay any expense incurred. If Decker fails to satisfy this condition by June 1, 2019, Certificate Number 200403398 shall be administratively suspended until such condition is satisfied.

In addition, Certificate Number 200403398 shall be subject to the following probationary conditions for a period of three (3) years:

1. Decker shall have no further criminal convictions involving the use of and/or possession of alcohol/controlled substances. If Decker is convicted of, or enters a guilty or no contest plea, to any criminal charge involving the use of and/or possession of alcohol/controlled substance, she shall submit such documentation to the Board within thirty (30) days. If Decker fails to satisfy any portion of this condition, Certificate Number 200403398 shall be administratively suspended pending Board review and disposition.
2. Decker shall submit to the Board by June 30th of each year in which she holds an active certificate, a copy of her current criminal record, as prepared by the Administrative Office of the Courts. Decker shall pay any expense incurred. If Decker fails to satisfy this condition, Certificate Number 200403398 shall be administratively suspended until such condition is satisfied.
3. Decker shall not receive any disciplinary action involving alcohol/controlled substance from any school district in which she is employed. If Decker fails to satisfy this condition, Certificate Number 200403398 shall be administratively suspended pending Board review and disposition.

“Disciplinary action” is defined as any termination, suspension, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process including any appeal therefrom. If the tribunal amends the disciplinary action or if Respondent agrees to amend the disciplinary action through arbitration, the new disciplinary action if a

termination, suspension, or public reprimand shall be considered a violation of this condition.

Decker is aware that should she violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1806909 Curtis Campbell

Accept Agreed Order retroactively suspending Certificate Number 199802655 for a period of (10) days, from February 21, 2018 through March 5, 2018.

Campbell is admonished for exercising poor professional judgment. The Board reminds Campbell of his ethical duty to take reasonable measures to protect the health, safety and emotional well-being of his students. The Board will not tolerate any further incidents of misconduct from Perkins.

On or before June 1, 2019, Campbell shall provide written proof to the Board that he has completed a course on educator ethics training with an emphasis on student teacher boundaries, as approved by the Board. Campbell shall pay any expense incurred. If Campbell fails to satisfy this condition, Certificate Number 199802655 shall be administratively suspended until such condition is satisfied.

Certificate Number 199802655, including any and all endorsements, is hereby subject to the following probationary condition for a period of five (5) years:

During the probationary period, Campbell shall not receive any disciplinary action for breach of student/educator boundaries from any school district he is employed. "Disciplinary action" is defined as any termination, suspension, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process. If Campbell fails to satisfy this condition, Certificate Number 199802655 shall be automatically suspended pending review and disposition by the Board.

Campbell is aware that should he violate KRS 161.120, either during or following this five-year probation, the Board shall initiate new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

17061162 Margaret Branch

Accept Agreed Order retroactively suspending Certificate Number 48276 for a period of five (5) days beginning June 1, 2017.

Branch has provided written proof that she has completed a course of training on classroom management, as approved by the Board.

From the date on which the Board approves this Agreed Order, Branch shall be under a five (5) year probation and subject to the following condition:

1. Branch shall receive no disciplinary action during the probationary period. "Disciplinary action" is defined as any suspension, termination, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process.

By entering into this Agreed Order, Branch agrees that should she fail to satisfy the term of the probation, Certificate Number 48276 shall administratively suspended pending Board review and disposition.

Branch is aware that should she violate KRS 161.120, either during or following this probation, the Board shall initiate new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

CF181890 Darius Baughman

Accept Agreed Order admonishing Baughman for failing to disclose misdemeanor convictions on his application for certification. While the Board understands that mistakes can be made when completing the application, it reminds Baughman that it is important to be diligent and accurate when doing so. Honesty and integrity in the application process are key to both the Board's mission and Baughman's ethical obligations, and the Board will not accept further erroneous applications from Baughman.

Upon acceptance of this agreement by the Board, Baughman shall be issued a Kentucky teaching certificate upon providing proof that he has met the academic and testing requirements necessary for issuance of a certificate.

Any and all certificates issued to Baughman shall be subject to the following probationary conditions for a probationary period of two (2) years, beginning when Baughman first receives a certificate subsequent to this Agreed Order:

1. Baughman shall not be convicted of nor enter a guilty or no contest plea to any felony or misdemeanor charges. If Baughman is convicted of, or enters a guilty or no contest plea, to any felony or misdemeanor charges, he shall submit this information to the Board, in writing, within thirty (30) days. Failure to comply with this condition will result in Baughman's certificate being automatically suspended pending Board review and disposition.
2. Baughman shall submit a copy of his current criminal record, as prepared by the Administrative Office of the Courts, with any application for renewal of his certification(s) and/or for additional certification(s). Any expense required to satisfy this condition shall be paid by Baughman. Failure to comply with this condition will result in the denial of all applications for renewal and/or additional certification(s) submitted by Baughman or on her behalf.

Baughman is aware that should he violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1803143 Erin Maclachlan

Accept Agreed Order stating on or before September 1, 2019 Maclachlan shall provide proof to the Board that she has taken a course of training/professional development on the topic of Appropriate Use of Social Media. Any cost for said training shall be paid for by Maclachlan. Failure to provide said written proof will result in Certificate Number 201153221 being administratively suspended until such time as Maclachlan provides the training.

Maclachlan is aware that should she violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1804645 Cliff Hicks

Accept Agreed Order admonishing Hicks for engaging in a verbal altercation with a teacher in front of students. While the Board recognizes that the school environment can be tense, and that conflicts between colleagues do occur, they must be handled in a professional manner, especially in front of students. The Board urges Hicks to remember this going forward.

Hicks has provided proof that he has attended anger management counseling with a certified counselor/mental health professional and is compliant with all treatment recommendations.

Vote: *Unanimous*

1803181 Anglette Braden

Accept Agreed Order stating Case 1803181 is dismissed. Braden has provided proof that she has completed numerous hours of training on the subject of school culture, school climate, and leadership.

Braden is aware that should she violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1803179 Crystal Olinger

Accept Agreed Order stating Case 1803179 is dismissed. Olinger has provided proof that she has attended courses of training or professional development on the subject of ARC meetings, corrective action plans, professionalism, and professional communication.

Olinger is aware that should she violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

17101419 Rey Gonzalez

Accept Agreed Order stating on or before July 31, 2019,

Gonzalez shall provide written proof to the Board that he has taken a course of professional development/training on the subject of Student-Teacher Boundaries as approved by the Board. Any cost for said training shall be paid by Gonzalez. Failure to provide the written proof by July 31, 2019 will result in Certificate Number 201160971 being administratively suspended until such time as the written proof is provided.

On or before July 31, 2019, Gonzalez shall provide written proof to the Board that he has taken a course of professional development/training on the subject of the Professional Code of Ethics for Kentucky School Certified Personnel as approved by the Board. Any cost for said training shall be paid by Gonzalez. Failure to provide the written proof by July 31, 2019 will result in Certificate Number 201160971 being administratively suspended until such time as the written proof is provided.

Certificate Number 201160971 shall be under probation for a period of three (3) years. During the probation, Gonzalez shall receive no discipline related to student-teacher boundaries. "Disciplinary action" is defined as any suspension, termination, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process. If Gonzalez receives disciplinary action related to student-teacher boundaries during the probation period, any certificate issued to him will be administratively suspended pending Board review.

Gonzalez is aware that should he violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1806913 Christopher Rasheed

Accept Agreed Order stating Case 1806913 is dismissed. Rasheed has provided proof that he has taken six hours of training on the subjects of restorative practices and creating a positive attitude and climate.

Rasheed is aware that should he violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1209577 Wendy Patrick

Accept Agreed Order stating Patrick has resigned and has no plans to return to the classroom. Patrick shall neither apply for nor accept a position that requires certification in the Commonwealth of Kentucky at any time in the future. Should Patrick fail to satisfy this condition, Certificate Number 200102289 shall be automatically permanently revoked.

Patrick is aware that should she violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1803205 Tara Williams

Accept Agreed Order stating Williams currently resides out of state and has no immediate plans to return to Kentucky. Upon acceptance of this agreement by the Board, Williams shall not participate in Kentucky state testing until she provides written proof to the Board that she has completed Administration Code training. If Williams fails to satisfy this condition, Certificate Number 201191963 shall be administratively suspended until she provides the appropriate written proof to the Board.

Vote: *Unanimous*

17121651 Matthew Stanfield

Accept Agreed Order stating Stanfield voluntarily, knowingly, and intelligently surrenders Certificate Number 199802057, and agrees not to apply for, nor be issued, a teaching, administrative or emergency certificate in the Commonwealth of Kentucky at any time in the future. Upon the acceptance of this agreement by the Board, Stanfield shall immediately surrender the original and all copies of his certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Vote: *Unanimous*

1703517 John Muench, Sr.

Accept Agreed Order stating Case No. 1703517 shall be dismissedd:

1. Muench has provided written proof to the Board that he has completed six (6) hours of Classroom Management training.
2. Muench has provided written proof to the Board that he has completed an Anger Management assessment and does not require any further anger management classes.

Muench is aware that should he violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

Motion made by Mr. Graham seconded by Mr. Morgan to adjourn the meeting.

Vote: Unanimous

Meeting adjourned at 12:59 p.m.